

TO: Honorable Senator Ed Gomes and Honorable Peter Tercyack, Co-Chairs of the Connecticut Committee on Labor & Public Employees

FROM: Brazilian Worker Center (BWC) & Elly Kugler, Federal Policy Director,
National Domestic Workers Alliance (NDWA)

RE: SB 393- An Act Concerning Domestic Workers

DATE: March 8, 2016

Summary of SB 393-An Act Concerning Domestic Workers

SECTION 1 modifies the Connecticut Minimum Wage Act to ensure that most domestic workers are no longer excluded from the protections of the Connecticut Minimum Wage Act. Intermittent and casual babysitters will not be included in these protections. Although it is not explicitly stated, independent contractors will also not be included.

SECTION 2 modifies existing Connecticut law that already requires employers to provide written job descriptions to employees, requiring employers of domestic workers to provide additional information specific to the domestic work industry.

SECTION 3 defines "employee" for the portions of the bill that create new law and new rights specific to domestic work. It also amends the Connecticut Workers Compensation Act Conn- Gen Stat 31-22(a)(1)(J)- to align its eligibility requirement for domestic workers with the eligibility requirement in the Unemployment Insurance law. This change would require an employer to provide workers' compensation coverage to any domestic worker employee to whom it pays at least \$1,000 in a calendar quarter. Current law requires employers to provide workers' compensation coverage to domestic workers who work at least 26 hours per week.

SECTION 4 modifies existing law by expanding the CHRO statutes to extend discrimination and harassment protections to all domestic workers, regardless of the size of their employer.

SECTION 5 modifies existing law, ensuring that domestic workers are included in the groups of workers who cannot be forced to work 7 days per week; however a domestic worker may agree to work the 7th day for 1.5 times her regular pay.

SECTION 6 defines "domestic worker," "employer," among other definitions, for the portions of the bill that create new law and new rights specific to domestic work.

SECTION 7 creates a new procedure allowing domestic workers to earn paid leave. Part-time domestic worker, seventy-two hours of paid leave annually, and a full-time domestic worker one hundred twenty hour of paid leave, annually.

SECTION 8 creates new protections for domestic workers from conduct in the home that may violate their privacy and safety.

SECTION 9 creates new procedures, requiring workers be given a seven day notice of termination or of pay and providing “live-in domestic workers” with fourteen day notice or of pay, except if the worker is terminated for his/her “willful misconduct.” These special protections, designed to prevent worker homelessness.

SECTION 10 provides anti-retaliation protections.

SECTION 11 provides enforcement provisions for violations of the act.

SECTION 12 allows the Labor Commissioner – within available appropriations – to establish and outreach coordinator position, establish an interagency program coordinating committee, and enter contracts with community organizations to help domestic workers with education and enforcement.